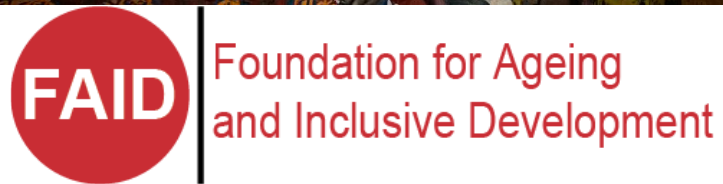


Appointment of Directors

March 2025



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Introduction

At the heart of our mission is the celebration of a remarkable milestone in human history: **we are living longer than ever before**. However, this demographic shift requires urgent preparation through **age-friendly policies, programs, services, systems, and environments** to meet the needs of older people today and in the future. The COVID-19 pandemic has starkly exposed the gaps in existing policies, systems, and services, underscoring the urgency for action.

Globally, **two people turn 60 every second**. Currently, **1 in 9 individuals** is aged 60 or above, and this figure is expected to rise to **1 in 5 by 2050**. In Pakistan, the **average life expectancy** has increased significantly, from just over 61 years for women and 60 years for men in 1986 to over 68 years for women and 65.8 years for men today. As the **sixth most populous country in the world**, Pakistan is home to over **10 million people aged 60 or older**. Additionally, Pakistan is home to approximately 3.5 million people with disabilities (PWD), who face compounded vulnerabilities due to systemic exclusion and limited access to essential services. This demographic shift demands immediate policies and actions to harness the opportunities and address the challenges of an ageing population.

To achieve the vision of **'Leaving No One Behind'** as outlined in the **Sustainable Development Goals (SDGs)** and ensure inclusive humanitarian actions, FAID champions the rights of older people, women, and persons with disabilities. We recognize the complex intersectionality of **age, gender, disability**, and other vulnerabilities that contribute to exclusion and marginalization. Our work focuses on collaborating with policymakers, development and humanitarian practitioners, and communities to ensure that the needs and voices of these groups are fully represented in policies and practices.

Additionally, FAID is committed to **raising awareness about ageing and combating ageism**, which risks the exclusion and marginalization of both older and younger generations. By fostering **intergenerational solidarity**, we aim to build a society where everyone, regardless of age, can thrive. We also advocate for greater **inclusion of PWD**, whose needs are frequently overlooked in mainstream policies and humanitarian responses.

By fostering intergenerational solidarity and advocating for inclusive policies, we aim to create a society where all individuals—regardless of age or disability—can thrive. FAID is working towards a more equitable future where no one is left behind, ensuring that inclusive humanitarian responses and development policies serve the diverse needs of Pakistan's population.

Our Vision

An inclusive society where ageing is a dignified, healthy, happy and secure experience for all.

OUR MISSION

To champion the wellbeing and inclusion of the marginalized communities, and reduce poverty and discrimination based on age, gender and disability.

Our Strategy:

Strategic Objective 1: Internal Strengthening

Enhance FAID's organizational capacity, ensuring financial sustainability, operational efficiency, and a strong brand identity to effectively deliver its mission.

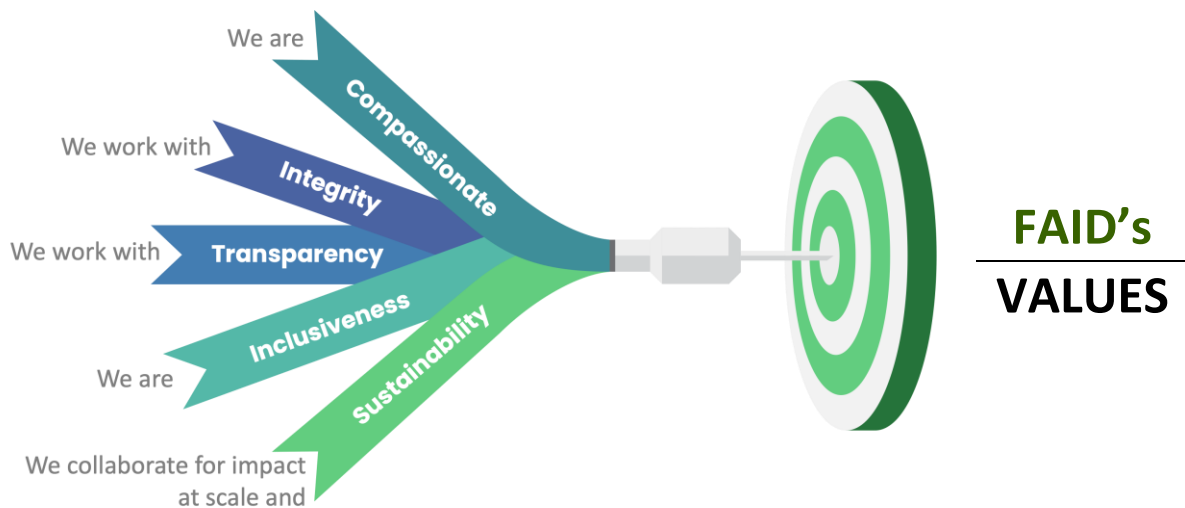
Strategic Objective 2: Expand Access to Inclusive Services and Technical Support

Ensure access for 0.8 million marginalized individuals to digitalized primary healthcare services and provide technical support to 10,000 individuals through age-friendly government platforms to promote healthy ageing and inclusive development.

Strategic Objective 3: Strengthen Leadership in Ageing and Inclusive Development

Establish a national-level pool of resources (human and technological) by 2029, while ensuring FAID's active presence on 10 international, national, and regional forums and engagement with at least 5 donors to enhance advocacy, partnerships, and resource mobilization.

Our Values



OUR GOVERNANCE

Foundation for Ageing and Inclusive Development -FAID is registered with the Securities and Exchange Commission of Pakistan (SECP) under section 42 of the Companies Act 2017. FAID Board of Directors/Members (BOD) consists of three members including the chairperson.

THE ROLE: PROFILE

We are now seeking to appoint Independent Members to the Board. FAID encourages diversity in its members, including that of gender, culture, religion and experience in professional backgrounds such as law, finance, audit, and humanitarian.

THE ROLE

As a member of the Board, you must be fully committed to our values, and sharing our vision, mission and strategy. You are expected to attend meetings (virtually or in person) and devote the necessary time and effort to the role, and act in the best interest of the organization and the vulnerable people, especially the older people we serve. As a member of the Board, your key responsibilities will be to:

- Participate in the Board meetings and fulfil your assigned tasks.
- Act at all times in a manner that corresponds with FAID's values, aims and objectives.
- Help the organization work towards achieving its vision and mission, with a focus on the long-term benefit of the organization and the people we serve.
- Support the setting of FAID's priorities and objectives with a focus on strategic planning and governance.

- Participate in approving annual plans, strategies, budgets and annual audits.
- Promoting FAID's vision, mission and values and demonstrating FAID's values in all the Board's work.
- Contributing to the growth of the organization.

PERSON SPECIFICATION

We are seeking exceptional candidates with a breadth of experience who will enhance the Foundation for Ageing and Inclusive Development's strategic development. You will have the following skills and qualities:

- S/he is a Citizen of Pakistan.
- A deep commitment and passion for FAID's values, vision, and mission
- Considerable professional experience in at least one of the following: law, finance, auditing, monitoring and evaluation, humanitarian programming, human resource management, information technology, public relations/ communications, marketing /fundraising,
- Strategic vision and critical thinking
- Strong problem-solving and conflict-resolution skills
- Knowledge of the legislative and operating framework for charities, and voluntary and community sector organizations, especially an understanding of the Security Exchange Commission of Pakistan requirements for 42 licensed companies.
- A good understanding of the context within which FAID operates
- Teamwork, including good communication and interpersonal skills.
- Willing to be an ambassador for FAID.
- Demonstrate through words and behaviour – both now and in the past – your alignment with FAID's values and expectations from the role

In addition to the above, the candidate needs to fulfil the criteria provided in Annex A

Time commitment

Appointment to the Board is for a three-year term.

The Board meets quarterly for 4-hour sessions in Islamabad. Two of these meetings are held in person, while the other two are conducted in a hybrid format. Depending on their location, Directors may need to account for significant travel time.

In addition to the quarterly Board meetings, Directors are expected to serve on at least one Board sub-committee.

Time will also need to be dedicated to reviewing materials, engaging in discussions with relevant colleagues, and attending occasional ad hoc meetings as needed.

Directors are expected to attend training events pertinent to their role as required.

As Ambassadors of FAID, Board Members may occasionally be asked to represent the organization at forums and events.

FAID's support for Directors

FAID is dedicated to providing each Director with the necessary information and resources to be an effective member of the Board of Directors. To support this, FAID ensures that every new Director undergoes a thorough and welcoming induction process.

Additionally, senior staff members, who possess valuable expertise on aging-related matters, are readily available as knowledge resources. The organization fosters a culture that facilitates easy interaction between senior staff and Directors.

While the role is unpaid, reasonable travel expenses will be reimbursed.

HOW TO APPLY:

FAID is committed to promoting equal opportunities for all its employees, potential employees, and Directors. We strive to be an inclusive organization that values diversity and provides equal opportunities for everyone.

The recruitment process aims to select the most qualified individual for each position based on their experience, knowledge, skills, and qualifications. While it is essential to ensure that discrimination and stereotyping have no place in the recruitment and selection process, it is equally important to recognize and appreciate the differences among individuals. We understand the positive impact that diversity can have on the organization by employing a wide range of talented people.

We believe diversity plays a crucial role in accountability and fostering public confidence. Since FAID delivers services and programs to a diverse array of communities, our Board should reflect this diversity. To harness the full benefits of a diverse Board, we are dedicated to recruiting and retaining Directors who have a deeper understanding of the communities and regions where the organization operates.

FAID is an equal opportunities employer and is committed to creating and maintaining an inclusive and diverse work environment.

To apply for a position on the Board of Directors, please submit a current CV, and cover letter detailing how you fulfil the role description and personal specification, and what contributions you will be able to make to FAID's governance and growth. Please complete Annex A and send it to finance@faid.org.pk. The deadline for applications is April 25th, 2025.

Please Note: Only shortlisted candidates will be contacted

PRE-APPOINTMENT CHECKS:

Any appointment will be subject to enhanced screening clearance

OUR VALUES AND COMMITMENT TO SAFEGUARDING

FAID is committed to preventing any type of unwanted behaviour at work, including sexual harassment, exploitation and abuse, lack of integrity and financial misconduct; and committed to promoting the welfare of children, young people, adults and beneficiaries with whom FAID engages. FAID expects all Directors, staff and volunteers to share this commitment.

Annex A: Fit and proper criteria

The fitness and suitability shall be assessed by taking into account all the relevant facts, including but not limited to the following, -

- **Integrity and track record.**

A person shall fulfil the following requirements to act as promoter, member, director or chief executive officer of the company

- a) S/He has not been found associated with any money laundering or terrorist financing activities, illegal banking business, illegal deposit taking or financial dealings, and also understands the company's unique risks including the money laundering and terrorism financing risks in the locations where the company operates;
- b) S/he or the companies in which S/he is a director or major shareholder have not been declared by tax authorities as tax defaulters;
- c) S/he or the companies in which S/he was a promoter or is a director or major shareholder have not been found involved in any fraudulent activities or illegal activities;
- d) S/he has not been found convicted of fraud or breach of trust or of an offence involving moral turpitude by a court of law;
- e) S/he has not been actively involved in the management of a company whose registration or license has been revoked or cancelled or which has gone into liquidation or other similar proceedings due to financial irregularities or malpractices;
- f) S/he is not ineligible, under the Act and company law or any other legislation;
- g) S/he has not been found involved in any undesirable or anti-state activities; and
- h) S/he has not been found involved in multi-level marketing (MLM), Pyramid and Ponzi Schemes, or other related activities/businesses or any lottery business.

- **Solvency and financial soundness.**- A person must fulfil the requirement, in order to act as promoter, director or chief executive officer of the company that there is no instance of overdue or past due payment to a financial institution, irrespective of the amount, appearing in the latest Consumer Credit Information Report (CCIR) of the person and of the companies, firms, sole proprietorship etc. where the person is a chief executive, director (other than nominee director), owner or partner, etc.

APPENDIX-A TO NFP FORM 1

**THE COMPANIES ACT, 2017
ASSOCIATIONS WITH CHARITABLE AND NOT-FOR-PROFIT OBJECTS REGULATIONS, 2018
[Regulations 4, 8 and 10]**

Information to be provided by promoters, proposed directors/directors, proposed chief executive officer/chief executive officer of the Company

1 Profile

1.1	Name in Full including former name:	
1.2	Father's/Husband's Name	
1.3	Nationality	
1.4	NIC No/Passport No	
1.5	Old NIC	
1.6	Date of Birth	
1.7	Contact details:	
1.7.1	Residential Address	
1.7.2	Business Address	
1.7.3	Telephone Number	
1.7.4	Mobile Number	
1.7.5	Fax Number	
1.7.6	Email address	
1.8	Academic and Professional Qualifications	
1.9	Status	Promoter <input type="checkbox"/> <input type="checkbox"/> Director <input type="checkbox"/> Chief Executive Officer <input type="checkbox"/>

2 Experience Detail:

2.1 Current Position (describing office held presently with the name of the company/ /association/institution/ business entity, etc., and work responsibilities related to such office held indicating the length of the period of such experience with reference dates):

- (i) _____
- (ii) _____
- (iii) _____

2.2 Previous experience related to the main objects of the company/proposed company

- (i) _____
- (ii) _____
- (iii) _____

2.3 Other experience details:

- (i) _____
- (ii) _____
- (iii) _____

Note: If needed, separate extra sheets can be used for each item